

**INFLUENCE OF GROWTH NEED STRENGTH ON THE RELATIONSHIP BETWEEN  
PREDICTORS AND JOB SATISFACTION AMONG STATE REGISTERED NURSES AT  
SELECTED GENERAL HOSPITALS**

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## **DECLARATION**

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I hereby declare that this thesis is the result of my own work, except for quotations and summaries which have been duly acknowledged.

Signature:

Date: **10/12/2014**

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**2015**

## **ABSTRACT**

The psychological well-being for State Registered Nurses [SRN] is determined to a large extent by that person's satisfaction with the individual experience of job satisfaction. Therefore, the purpose of this study is to determine the influence of Growth Need Strength [GNS] between predictor variables consists of individual attribute (self-esteem), job-related variables (job characteristics and career salience), non job-related variables (overall life satisfaction, family satisfaction and work-family conflict) and job satisfaction among 390 of SRN's at selected General Hospitals. After stratified random sampling, descriptive statistical was used to describe the population in this study and analyses the respondent's level of job satisfaction. Pearson correlation indicates there is significant relation between study variables except the components of self-esteem and work-family conflict with GNS. Based on six hypotheses, the major findings in this study indicate that for the result of linear regression showed that all predictor variables significantly influence job satisfaction. On hierarchy regression result, GNS does not play moderating roles between individual attribute variable and job satisfaction also job related-variables and job satisfaction. However, GNS moderates the relationship between non job-related variables and job satisfaction. The finding of the study contributes in the specific area of literature, theory and also in research design. The results of this study suggest that the GNS as moderator have played significant important role between predictor variables and job satisfaction. The implication of this study that the policy maker should not instead of merely focusing on individual attribute and job-related variables as the only factors for SRN's to be concerned about, indeed they also must pay attention to other factors, such as the selected non – job related variables as potential sources of providing a much better conducive working environment and by incorporating policies that can improve job satisfaction.

### **Keyword:**

GNS; Job Satisfaction; Theory of Work Adjustment; Linear / Hierarchical Regression.

# **PENGARUH PERTUMBUHAN PERLU KEKUATAN ATAS HUBUNGAN ANTARA PERAMAL DAN KEPUASAN KERJA DIKALANGAN JURURAWAT BERDAFTAR DI HOSPITAL AWAM DIPILIH**

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**2015**

## **ABSTRAK**

Psikologi kesejahteraan jururawat berdaftar ditentukan sebahagian besarnya oleh kepuasan seseorang dengan pengalamannya sebagai individu yang mengalami kepuasan bekerja . Oleh itu, tujuan kajian ini adalah untuk menentukan pengaruh Pertumbuhan Perlu Kekuatan antara pembolehubah peramal yang terdiri daripada sifat individu (harga diri), pemboleh ubah yang berkaitan dengan kerja (ciri-ciri pekerjaan dan memahami ciri-ciri kerjaya), pemboleh ubah yang tidak berkaitan dengan kerja (keseluruhan kepuasan kehidupan, kepuasan keluarga dan konflik kerja-berkeluarga) dan kepuasan kerja di kalangan 390 Jururawat berdaftar di Hospital Besar yang dipilih. Data yang diterima telah melalui proses kebolehpercayaan dan kesahihannya. Selepas persampelan rawak, statistik deskriptif telah digunakan untuk menggambarkan populasi dalam kajian ini dan juga menganalisis tahap responden terhadap kepuasan kerja. Korelasi Pearson menunjukkan terdapat juga hubungan yang signifikan antara pemboleh ubah kajian kecuali komponen harga diri dan konflik kerja-keluarga dengan pertumbuhan. Berdasarkan hipotesis, penemuan utama dalam hasil kajian regresi linear menunjukkan bahawa semua pembolehubah peramal adalah signifikan dan mempengaruhi kepuasan kerja. Manakala hasil regresi hierarki, Pertumbuhan Perlu Kekuatan tidak memainkan peranan sebagai moderator antara pemboleh ubah sifat individu dan berkaitan dengan kerja. Walau bagaimanapun, Pertumbuhan Perlu Kekuatan memainkan peranan sebagai moderator dalam hubungan antara pemboleh ubah yang berkaitan dengan bukan kerja dan kepuasan kerja. Dapatan kajian menyumbang dapatan literatur, teori dan juga dalam reka bentuk penyelidikan. Hasil kajian ini menunjukkan bahawa Pertumbuhan Perlu Kekuatan sebagai moderator telah memainkan peranan penting yang signifikan antara pemboleh ubah peramal dan kepuasan kerja. Implikasi kajian ini menunjukkan bahawa pembuat dasar tidak perlu semata-mata memberi tumpuan kepada sifat individu dan pembolehubah yang berkaitan dengan kerja sebagai faktor utama, mereka juga perlu memberi perhatian kepada faktor-faktor lain, seperti pembolehubah berkaitan bukan kerja sebagai sumber potensi dalam menyediakan persekitaran yang lebih baik dan kondusif kerja dengan menggabungkan dasar-dasar yang boleh meningkatkan kepuasan kerja.

### **Kata Kunci:**

Pertumbuhan Perlu Kekuatan; Kepuasan Kerja; Teori Pelarasan Kerja; Regresi Linear / Hierarki.

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“It's been a long night, trying to find my way.  
Been through the darkness, now I finally have my day and  
I will see my dream come alive at last, I will touch the sky.”

Faith of a Heart – Rod Stewart, 1998

A research inevitably results from the combination of an individual's commitment, courage and effort, with the encouragement of a large network of kind persons.

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## LIST OF ABBREVIATIONS

AO	Action Orientation
CS	Career Salience
CPD	Continuous Professional Development
ETP	Economic Transformation Programme
EFA	Exploratory Factor Analysis
FS	Family Satisfaction
GNS	Growth Need Strength
JC	Job Characteristics
JS	Job Satisfaction
JSS	Job Satisfaction Score
KMO	Keiser-Meyer-Olkin
LGO	Learning Goal Orientation
MIQ	Minnesota Important Questionnaire
MPS	Motivating Potential Score
MOH	Ministry of Health
MSQ	Minnesota Satisfaction Questionnaire
OLS	Overall Life Satisfaction
PSC	Public Service Commission
QWL	Quality Work Life
SE	Self-Esteem
SRN	State Registered Nurses
SEM	Structural Equation Modelling
WFC	Work-Family Conflict
WHO	World Health Organization